



## **TENNESSEE DEPARTMENT OF CORRECTION**

### **AFFIRMATIVE ACTION PLAN**

**FY 2018-2019**

**Equal Opportunity is Everybody's Business**

To: Tony C. Parker, Commissioner  
Department of Correction

From: Melanie Koewler, Director of Equal Employment Opportunity (EEO)  
Department of Human Resources

Cc: Carrie Brock, Affirmative Action Coordinator  
Department of Correction

Date: February 15, 2019

**Subject: EEO Plan Completion 2018-2019**

Please be advised that the Department of Correction (32900, 32906, 32913, 32914, 32918, 32921, 32922, 32932, 32941, 32942, 32943, 32944, 32945, 32946, 32947, 32948, and 32951) has completed an Equal Employment Opportunity (EEO) Plan for the 2018-19 fiscal year as required under Department of Human Resources (DOHR) Rule 1120-07-02(6) and DOHR Policy 12-010. The Affirmative Action Coordinator designated within your agency has access to a copy of your agency's plan on the Equal Employment Opportunity Planning System (EEOPS) website at: <http://aap.dohr.tn.gov/aaps/login.aspx>.

Thank you for your continued assistance in equal employment matters. If you have any questions or concerns, please do not hesitate to contact me.

BILL HASLAM  
GOVERNOR



TONY C. PARKER  
COMMISSIONER

STATE OF TENNESSEE  
DEPARTMENT OF CORRECTION  
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August 16, 2018

Department of Correction Employees

**SUBJECT:** Affirmative Action Policy Statement

The Department of Correction reaffirms its policy to provide equal employment opportunities to all applicants for state employment and to provide training, compensation, promotion, and all other aspects of employment to current employees without regard to race, religion/creed, national origin, sex, age, veteran's status, disability, pregnancy, or genetic information (except when any of these factors are existing bona fide occupation qualifications) in its policies or in the admission or access to or treatment or employment in its programs, services, or activities.

Therefore, this department established a program of affirmative action in order to ensure that all personnel policies relevant to the recruitment and hiring of employees will guarantee equal opportunities for all minority groups and women. Likewise, all minorities and women will receive equal consideration for all appointment in terms of salaries, promotions, and other general conditions of employment. All Correction divisions will adhere to the *Rules* of the Tennessee Department of Human Resources, which considers all applicants on the basis of eligibility according to merit standards. To be totally effective and to become a reality in our department, Equal Opportunity and Affirmative Action **must** be viewed as important by every segment of the workforce from the higher levels of management to the first-line employee. All departmental employees will be strictly accountable for adhering to this policy and will use affirmative action to ensure equality of opportunity in the internal affairs of the department.

Each organizational element will set realistic goals taking into consideration geographical areas, labor force, and legal restrictions for hiring and promoting minority groups and women. Goal accomplishments shall have priority when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.

The Affirmative Action Policy will remain in effect until such goals are achieved, and I anticipate the full cooperation of all managers, supervisors, and other employees to carry out this policy.

Sincerely,

A handwritten signature in black ink, appearing to read "Tony Parker".

Tony Parker

TP:CB

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## **Department of Correction**

### **Affirmative Action Plan**

#### **I. Introduction**

The Affirmative Action Program is designed to increase the percentage of minorities, females, and persons with disabilities employed by the Department of Correction. Minorities are defined as Black, Hispanic, Asian or Pacific Islanders, American Indian or Alaskan Native. The Affirmative Action program is a positive management tool designed to improve hiring and upward mobility opportunities for minorities, females, and persons with disabilities employed by the Department of Correction, as well as developing horizontal hiring practices necessary to obtain our equal employment opportunity objectives.

#### **II. Policy Statement**

The Department of Correction reaffirms its policy to provide equal employment opportunities to all applicants for state employment and to provide, training, compensation, promotion and all other aspects of employment to current employees without regard for race, color, religion/creed, national origin, sex, age, veteran's status, disability (except when any of these factors is an existing bona fide occupational qualification), pregnancy and genetic information.

Therefore, this department established a program of affirmative action in order to ensure that all personnel policies relevant to the recruitment and hiring of employees will guarantee equal opportunities for all minorities, females, and persons with disabilities, as well as receiving equal consideration after appointment in terms of salary, promotion, and other general conditions of employment. All Correction Institutions will adhere to the Rules of the Tennessee Department of Human Resources, which considers all applicants on the basis of eligibility. To be totally effective and to become a reality in our department, Equal Opportunity and Affirmative Action MUST be viewed as important by management to the first-line employee. All Department employees will be strictly accountable for adhering to this policy and will take affirmative action to ensure equality of opportunity in the internal affairs of this department.

Each organizational element will set realistic goals taking into consideration geographical area, labor force, and legal restrictions for hiring and promoting all minorities and females. Goal accomplishment shall have priority when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.

This Affirmative Action policy will remain in effect until such goals are achieved, and it is the expectation of full cooperation from all managers, supervisors, and other employees to carry out this policy.

#### **III. Assignment of Responsibility**

The Department of Correction's Director of Human Resources is designated as the Affirmative Action Coordinator (AAC) and has the overall responsibility for matters pertaining to affirmative action. Carrie Brock is the designated Assistant Director of Human Resources (HR Manager II),

TDOC, and oversees the Affirmative Action Program. Ms. Brock supervises all Affirmative Action Officers (AA/EEO Officers), which implement the Affirmative Action Program throughout the Department of Correction.

A. Affirmative Action Officers will:

1. Review and implement employment practices as designated by the Equal Employment Opportunity Commission and Executive Order Number 3 in all divisions of the Department of Correction.
2. Investigate complaints and claims of discriminatory practices arising in the Department of Correction.
3. Make a periodic review of the program and implement recommendations of expansion and improvement where applicable.
4. Review all proposed contracts in which the Department of Correction funds are expended to ensure that non-discriminatory employment practices are being performed.
5. Design, implement, and monitor programs which will increase minority participation in the distribution of Capital Outlay Projects.
6. Develop and implement audit and reporting systems designed for:
  - a. Continually measure the effectiveness of the program and its parts.
  - b. Point out deficiencies and need for remedial action.
  - c. Determine degree to which goals and objectives have been achieved.
7. Conduct periodic audits of hiring and promotion patterns and techniques to ensure that provisions of the program are being met.

B. Assistant Commissioners will:

1. Monitor the progress of their respective division in reaching the affirmative action objectives.
2. Provide leadership and support to the Affirmative Action Program by their commitment to executive order Number 3.
3. Exercise the necessary authority to implement change and resolve complaints within their division.

C. Wardens, Directors, and Superintendents will:

1. Designate a managerial level employee to coordinate and supervise the Affirmative Action Program in their facility, and any other individual deemed necessary to administer the policy.
2. Become familiar with the affirmative action objectives and promotional opportunities in their organization and devise plans for implementing the departmental objectives.
3. Provide leadership in support of the Affirmative Action Program by demonstrating positive action to accomplish departmental objectives.
4. Ensure that each employee in the organization understands his/her responsibility in the implementation of the Department of Correction's Affirmative Action Program.
5. Submit a written response to the Affirmative Action Coordinator stating his/her position when notified that a charge is filed against the organization.
6. Ensure that the employee with designated responsibilities for the Affirmative Action Program at local level is allowed sufficient time in his/her work schedule to fulfill the responsibilities required by the department.
7. Establish a special recruitment and orientation program for minorities and females; disseminate communication regarding available job openings to minority neighborhoods and female organizations.
8. Schedule all Affirmative Action Program administrators for training, Respectful Workplace: A Guide to Understanding Workplace Discrimination and Harassment.
9. Review the annual Affirmative Action Plan to ensure that realistic goals have been established for minorities and females prior to submitting to Central Office for consolidation and publication.
10. Assign recruitment coordinators to work directly with organizations and individuals to aid them in understanding the application process and requirements. The recruitment coordinator must direct efforts towards seeking applicants in areas where minority and females have been underutilized.
11. Give priority to goal accomplishment when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.
12. Ensure that each employee reviews the Affirmative Action Plan (AAP) annually and that new employees review the AAP during orientation.

D. The Director of Human Resources for the Department of Correction will:

1. Analyze all procedures of the recruitment and hiring process to ensure that artificial barriers for hiring and promoting minorities and females are eliminated.
2. Assist in providing career counseling to identify employee potential and to establish short range and long range objectives for advancement.

E. The Superintendent of the Tennessee Correction Academy (TCA) will:

1. Provide training opportunities on a non-discriminatory basis to develop skills needed to improve current performance and for upward mobility.
2. Establish a written policy, which ensures objectivity as the basis for selecting employees for training.

F. The Local Affirmative Action Officer will:

1. Serve as a resource person to provide information concerning the Department of Correction's Affirmative Action Program.
2. Provide a forum for other employees to ask questions concerning the Affirmative Action Program and to suggest improvements from their perspectives.
3. Assist in the review of the Affirmative Action Plan for evaluation and monitoring purposes.
4. Keep abreast of changes in fair employment practices, rules, laws, procedures and/or policies.
5. Serve as liaison between all employees and the Affirmative Action Coordinator/Officer, TDOC.
6. Prepare the annual Affirmative Action Plan for respective institution or region.
7. Serve as a voting member on Hiring or Promotion Review Boards and ensure that consideration is given to meet established goals.

G. All employees will:

1. Be sensitive to the importance of their actions and behaviors in the implementation of this Affirmative Action Program.

2. Assume the responsibility of reviewing the AAP during orientation and annually thereafter.

#### **IV. Internal Communication of the Plan**

The Department of Correction's commitment to equal employment opportunity will be communicated internally as follows:

- A. A copy of Executive Order Number 3 will be circulated by the Affirmative Action Officer to all divisions of the Department of Correction.
- B. Directors, Wardens, and Superintendents will display the Executive Order Number 3 conspicuously on the employee bulletin boards.
- C. The Affirmative Action Officer, TDOC, will meet with all Wardens, Directors, and Superintendents to reassure understanding of the intent of the Commissioner's policy statement and to discuss the necessity of affirmative action to fulfill that intent.
- D. Affirmative Action Officer will publish status reports concerning affirmative action activities and progress.
- E. The Department of Correction will feature employees in publications, which represent the composition of the department's workforce.
- F. The Affirmative Action Officer will provide special counseling sessions with employees to discuss the policy and explain the individual responsibilities.
- G. The Affirmative Action Officer will discuss the affirmative action policy with all new employees during orientation.
- H. A copy of the Affirmative Action Policy Statement for the Department and the Institution will be available to all employees and posted on employee bulletin boards.

#### **V. Recruitment**

- A. Affirmative Action Officer will analyze and review all recruitment procedure to identify and eliminate discriminatory practices.
- B. Data will be collected on the recruitment and hiring processes of the department to monitor percentages of female and minorities applying for positions. The data will be utilized to identify areas that may require specialized recruitment efforts. The following are four identified problem areas:

1. The preliminary study has identified the following categories as problem areas:

<b>EEOC Category</b>	<b>Shortage of Staff</b>
Officials/Administrators	Minority, Female, Individuals with Disabilities
Professionals	Minority, Female, Individuals with Disabilities
Technicians	Minority, Female, Individuals with Disabilities
Protective Services	Minority, Female, Individuals with Disabilities
Skilled Crafts	Female, Individuals with Disabilities

2. Retention of minorities and females in entry level positions.
  3. Acceptance by minorities of promotion in remote areas of the state.
  4. Lack of housing for minorities in remote areas of the state.
- C. The following are suggested methods to be utilized in recruiting minorities and females:
1. Feature pictures of minority and female employees in publications.
  2. Use minority and female employees in the recruitment and selection process.
  3. Develop and maintain contact with counselor and placement officers at high schools, colleges, and training institutions.
  4. Develop and maintain contact with the following organizations:

**State and Local Government Organizations**

Chamber of Commerce  
Tennessee Department of Labor and Workforce Development  
Tennessee Department of Human Services/Rehabilitative Services  
State Universities and Colleges  
State Community Colleges  
State Technical and Vocational Schools  
Mayor's Employment and Training Resources Agency  
Mayor's Office of Community Services

**Minority and Women's Organizations**

Business and Professional Women's (BPW) Clubs  
Federation of Women's Clubs  
NAACP Affiliates  
National Organization for Women  
Religious Organizations  
Urban League Affiliates

### **Other Organizations and Schools**

Community Action Agency  
Goodwill Home Community Services Inc.  
Private Colleges/Universities with high percentages of minority and female students  
Private Technical Schools  
Public Library for Listing  
Senior Citizens Employment Services  
United Way  
Veteran's Centers  
YMCA  
YWCA  
Youth Corps

## **VI. Selection and Appointments**

- A. It is the policy of the Department of Correction to promote from within those qualified and dedicated employees who have demonstrated the potential to assume greater responsibility. In this regard, a departmental, Institutional, or Unit Promotion Requisition should be initially requested for certification. When there are employees without the requisite skills to fill a vacancy, an Appointment Requisition should be requested for certification.
- B. All selection and appointment procedures will be in compliance with the State of Tennessee T.E.A.M. Act. These procedures are standardized in that appointments are made from requisitions certified by the Tennessee Department of Human Resources. The selection of employees by the appointing authority is from a list of names certified in accordance with preferred service rule interviewing at least three (3) individuals from the certified eligible list, provided there are three (3) individuals on the eligible list.
- C. The Affirmative Action Employment Report (Appendix B) must be completed, signed by the Personnel Officer, Affirmative Action Officer, Warden, Director, or Superintendent for each requisition proceeded, each transfer in or out, and each demotion. Goal accomplishment shall have priority when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.

## **VII. Training**

A review of past practices reveals that the following areas must be addressed:

- A. Ensure that all training programs are publicized and made available equally to all eligible employees by routing through work units and posting to employee bulletin boards.
- B. Develop training programs for employees to enable them to improve their chances of passing promotional or other job entrance employee tests, i.e., pre-service, in-service, and on-the-job training.
- C. Develop on-the-job training classes within the department to improve opportunities for minorities and females. Some examples of these current training programs are as followed:
  - 1. Sergeant's Academy – TDOC Program
  - 2. Management Institute – TDOC Program
  - 3. Commissioner's Academy – TDOC Program
  - 4. Professional Management Academy – TDOC Program
  - 5. Command College – TDOC Program
  - 6. Warden's Academy – TDOC Program
  - 7. LEAD TN – DOHR Program
  - 8. Tennessee Government Management Institute – DOHR program
  - 9. Accelerated Leadership Institute – DOHR Program
- D. Provide the training at an institutional level in the subject matter areas of ADA and Workplace Discrimination/Harassment.

This training shall be coordinated through training channels to the Director of Affirmative Action, Tennessee Department of Human Resources.

### **VIII. Promotion**

Upwards mobility appears to be a critical need of the Department of Correction according to the lack of minorities and females in the Officials/Administrators and the ranks of the Protective Services and Technicians EEO Categories (i.e.; Director, Associate Warden, Captain, Lieutenant, and Sergeant.) Each year Assistant Commissioners, Wardens, Superintendents, and Directors will review the promotional policies, practices, and procedures by addressing the following questions:

- A. Are promotional opportunities given equally to all employees?
- B. Are training opportunities for promotion equally available to all employees?
- C. Do requirements for eligibility for promotion (i.e., Captains, Lieutenants, and Sergeants) have a disparate impact on female and/or minority candidates?
- D. Does the oral interview process have a disparate effect on female and/or minority candidates?

- E. Are female and minorities represented in the administration of the promotional selection process?
- F. What is the nature of the promotional appointment process (i.e., selection by interviewing at least 3 candidates) and, what, if any, identifiable effect does this have on the promotion of female and minorities?

Once these questions are addressed, career ladders and counseling services will be developed for various job classifications to assist employees in upgrading their employment skills and education.

## **IX. Layoff**

The specific criteria, procedures, and conditions for the reduction in the labor force are outlined in Policy 302.07.

## **X. Dismissal, Separation, Suspension, and Layoff/Reduction-in-Force**

The Department of Correction's termination procedures are in accordance with the rules set forth in Chapter 1120-2-.14 in the Rules of the Tennessee Department of Human Resources.

## **XI. Policy of Non-Discrimination**

- A. Pursuant to the State of Tennessee policy on non-discrimination, the Department of Correction does not discriminate on the basis of race, color, sex, religion/creed, national origin, age, disability, veteran's status, pregnancy, or genetic information in its policies, or in the admission or access to, or treatment of, or employment in its programs, services, or activities.
- B. Equal Employment Opportunity/Affirmative Action Inquiries or workplace and/or discrimination/harassment complaints should be directed to the following:

Tennessee Department of Correction  
Rachel Jackson Building, 3<sup>rd</sup> Floor  
Attn: Assistant Director of Human Resources, Carrie Brock  
320 6<sup>th</sup> Avenue North  
Nashville, TN 37243  
Phone: (615) 253-8192  
Fax: (615) 532-8821

Also, it should be noted that all ADA inquiries and/or complaints should also be sent to the name and address listed above.

- C. The Department of Correction will attempt to accommodate the need of persons with disabilities whenever possible. Modification of work locations and job assignments

shall be made whenever possible in order to guarantee equal employment opportunities for qualified persons with disabilities.

## **XII. Workplace Discrimination/Harassment Complaint Process**

### **A. Procedures for filing complaints**

Employees are strongly encouraged to report any incidents of perceived sexual misconduct, sexual harassment, or workplace discrimination/harassment as soon as possible after the events occur. All complaints will be handled in timely manner, and to the extent permitted by law, the confidentiality of each party involved will be observed, provided it does not interfere with the Department's ability to investigate the allegations or to take corrective action.

Employees may file a complaint with the department's Human Resources Director, the department head, their supervisor(s), or any individual designated by the Department to receive such reports. The TDOC staff person receiving the complaint shall document all information on the Intake and Referral form. All complaints received should be forwarded to the AA/EEO Officer within one (1) business day.

The Department's Assistant Director of Human Resources for the Employee Relations (HR Manager II) in Central Office is the central repository of all workplace harassment complaints. Under no circumstances is the individual alleging workplace harassment required to file a complaint with the alleged harasser. If an employee believes he/she cannot file a complaint within his/her agency, that person should contact the Tennessee Department of Human Resources, Equal Employment Opportunity Commission, or the Employee Relations Division.

### **B. Investigative Process**

All reported complaints of sexual misconduct, sexual harassment, workplace discrimination/harassment (involving a protected class), and claims of retaliation will be promptly, fairly, and thoroughly investigated. These complaints shall be investigated by the Department of Correction Affirmative Action Officers, as well as the Office of Investigation and Compliance, on an as needed basis.

Upon completion of the investigation, the complainant and the accused shall be informed by the Warden, Superintendent, District Director, Director, Assistant Commissioner, Deputy Commissioner, Correctional Administrator, or Director of OIC of the results of the investigation via a formal letter. When a violation of policy is found to have occurred, appropriate corrective action will be taken promptly by the applicable manager.

### C. Complaints Not Related to Discrimination/Harassment Issues

If it is determined that the allegations made in the complaint do not come within the range of the conduct that constitutes discrimination and/or harassment; however, does allege conduct which would violate Department of Human Resources Policy 17-001, "Abusive Conduct in the Workplace," a formal investigation will occur, and the complainant and alleged party will be notified of the results of this investigation via memorandum.

If it is determined that the allegation does not allege workplace discrimination/harassment or abusive conduct, a formal investigation will not be conducted and the complainant will be informed via memorandum. These complaints shall be reviewed by the Affirmative Action Officers for review and response, as determined appropriate. These responses will also be given in conjunction with Wardens, Superintendents, District Directors, Correctional Administrators, Assistant Commissioners, and Directors.

### XIII. Internal Monitoring

Internal monitoring of the Affirmative Action Program will be an on-going process for each Budget Code/Division submitting and Affirmative Action Plan with established hiring goals to determine specific plans of action necessary to achieve those goals.

Specific attention should be given to the number of minorities and females separated from each EEOC category for any reason when assessing actual goal achievement.

### XIV. Affirmative Action Plan Review

The Affirmative Action Program of each Budget Code/Division will be reviewed periodically by the Affirmative Action Officer, TDOC. The Affirmative Action Program Review Checklist, (Appendix C), will be used as a guide in determining the effectiveness of each program.

When indicated, recommendations will be made in effort to improve effectiveness of each Affirmative Action Program.

### XV. Goals and Timetables

<b>Goal:</b>	<b>Description:</b>	<b>Timetable:</b>
Goal # 1	Achieve goals for hiring or promoting minorities, females, and persons with disabilities.	On-going
Goal # 2	Maintain already established formal and informal complaint procedure system to assure that all employees have an opportunity to resolve complaints or achieve understanding of management decisions without appealing to external organizations.	On-going
Goal # 3	Establish procedures for recruiting minorities, females, and persons with disabilities.	On-going
Goal # 4	Establish methods for identification of promotable and/or high potential employees in keeping with T.E.A.M. Act procedures and DOHR policies.	On-going

Goal # 5	Review communications, training materials, manuals, etc., to eliminate sexist language; to include photographs of and/or references to minorities and/or females in non-traditional positions.	On-going
Goal # 6	Disseminate information about successful minorities and/or females within the department, state government, and other correction agencies who may serve as role models.	On-going
Goal # 7	Improving hiring persons with disabilities by utilizing State of Tennessee Preferred Service Requisitions which produces the eligible list for each position.	On-going

## XVI. Problem Areas and Corrective Action

<b>Problem:</b>	<b>Corrective Action:</b>
Lack of minorities and females with requisite skills on requisitions in the reasonable recruiting areas is a continuing problem.	On-going recruitment efforts began several years ago to attract interested minorities and females in getting on requisitions for classifications in the Department of Correction. Recruitment Officers are using the local radio, newspapers, internet, television, and Department of Labor and Workforce Development to announce vacancies and special efforts to attract minorities and females. Also, Rapid Hiring events have been explored in order to fill positions in the most efficient manner possible. These efforts will continue.
There continues to be a lack of qualified minorities in close proximity to work sites in several areas of the state.	Recruitment is occurring outside of the area in order to gather qualified minority applicants for these positions. Also, radio and television ads are being pursued in order to attract targeted candidates. A career help line has been established in order for applicants to call and gather information about vacant positions.  Sign-on bonuses have been established for applicants concerning the positions of Correctional Officers and Nursing Staff, as these are high turnover positions within the Department of Correction.
Upward mobility and/or the hiring of minorities and females in the EEOC categories officials/administrators are critical areas throughout the Department.	Supervisors and managers who have final promoting and hiring authority take positive steps to identify, promote an/or hire those minorities and females who are qualified to perform the duties of positions in the EEOC categories officials/administrators and professionals in an effort to achieve goals.
Low unemployment in the State of Tennessee is making it difficult to fill positions within the Department of Correction, specifically in the areas related to females and minorities.	The Department of Correction continues recruitment areas for positions, as the unemployment rate is making it difficult to recruit for high-risk positions. The Department of Correction is utilizing local media, billboards, social media, and internet advertising in an effort to appeal to individuals across the county.

**APPENDIX A**

**EXECUTIVE ORDER**  
**AND AFFIRMATIVE ACTION POLICY STATEMENT**



STATE OF TENNESSEE  
**E X E C U T I V E   O R D E R**  
BY THE GOVERNOR

No. 4

**AN ORDER MANDATING NONDISCRIMINATION IN EMPLOYMENT PRACTICES  
OF THE EXECUTIVE BRANCH**

**WHEREAS**, this Administration is committed to fair and equal opportunity under the law; and

**WHEREAS**, this Administration intends to set an example illustrating the highest standards of employment practices, policies, and procedures to attract, train, promote, and retain qualified employees who are performing at the highest level; and

**WHEREAS**, a policy that the Executive Branch does not discriminate on the bases of race, color, national origin, age, sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws in employment matters is not only mandated by law, but also is critical to maintaining the integrity and trust in state government and setting the standard for all employers in the State of Tennessee, both present and future; and

**WHEREAS**, one of the principal initiatives of this Administration is the recruitment of additional jobs and the development of a workforce with the education, training, and skills necessary (i) to attract new employers and induce existing employers to increase their workforces, and (ii) to perform and carry out those responsibilities in an exemplary manner; and

**WHEREAS**, this Executive Order No. 4 underscores the commitment of this Administration to the highest standards of nondiscriminatory employment practices in the Executive Branch.

**NOW THEREFORE**, I, Bill Lee, Governor of the State of Tennessee, by virtue of the power vested in me by the Tennessee Constitution and the laws of the Tennessee, do hereby declare that it is the resolute and steadfast policy of the State of Tennessee to afford equal employment opportunity in all aspects of State government.

This policy specifically prohibits discrimination on the bases of race, color, national origin, age, sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws.

The Commissioner of Human Resources is hereby directed to review current employment practices and procedures to ensure compliance with this policy of nondiscrimination. In particular, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to emphasize the recruitment, training, employment, promotion, recognition, and retention of qualified minorities, veterans, women, disabled individuals, and older Tennesseans to serve at all levels of state government. Those responsible in the Executive Branch for employing and appointing persons to positions with boards, commissions, agencies, and divisions of the Executive Branch shall take comparable steps to comply with this overriding policy of nondiscrimination.

In furtherance of this policy of nondiscrimination, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to train those in the Executive Branch responsible for hiring, firing, promoting, demoting, or otherwise managing employees regarding nondiscrimination practices. Such training is directed to occur within 120 days of this Order and to recur with reasonable frequency to promote this overriding policy of nondiscrimination.

The Commissioner of Economic and Community Development is hereby directed to inform and instruct all companies considering Tennessee as a business location that this prevailing policy of nondiscrimination must be reflected in their employment practices and workforces in Tennessee.

It is imperative that the workforce filling Executive Branch positions accurately reflect the citizens they serve. The Commissioner of Labor and Workforce Development and the Commissioner of Human Resources shall report periodically to the Deputy Governor and Chief of Staff on the steps taken to comply with and carry out the policy and directives of this Order. Any employee of the Executive Branch found in violation of the policy shall be subject to appropriate disciplinary action.

This Executive Order is intended only to improve the internal management of the Executive Branch of the State of Tennessee and does not create any right to administrative or judicial review, or any other right or benefit, substantive or procedural, enforceable at law or equity by a party against the State of Tennessee, its agencies or instrumentalities, its officers or employees, or any other person. Nor does it permit or in any way require the lowering of any job requirements, performance standards, or qualifications for positions.

A copy of this Order shall be placed in conspicuous locations in all state facilities.

This Executive Order No. 4 supersedes and rescinds Governor Haslam's Executive Order No. 3, dated January 15, 2011, and all other directives and memoranda concerning the same subject. All previous executive orders, the terms of which are inconsistent with the terms of this Executive Order No. 4, are hereby repealed.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 24th day of January, 2019.

Brian Lee  
GOVERNOR

ATTEST:

Tre Hargett  
\_\_\_\_\_  
SECRETARY OF STATE



BILL HASLAM  
GOVERNOR



TONY C. PARKER  
COMMISSIONER

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August 16, 2018

Department of Correction Employees

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The Department of Correction reaffirms its policy to provide equal employment opportunities to all applicants for state employment and to provide training, compensation, promotion, and all other aspects of employment to current employees without regard to race, religion/creed, national origin, sex, age, veteran's status, disability, pregnancy, or genetic information (except when any of these factors are existing bona fide occupation qualifications) in its policies or in the admission or access to or treatment or employment in its programs, services, or activities.

Therefore, this department established a program of affirmative action in order to ensure that all personnel policies relevant to the recruitment and hiring of employees will guarantee equal opportunities for all minority groups and women. Likewise, all minorities and women will receive equal consideration for all appointment in terms of salaries, promotions, and other general conditions of employment. All Correction divisions will adhere to the *Rules* of the Tennessee Department of Human Resources, which considers all applicants on the basis of eligibility according to merit standards. To be totally effective and to become a reality in our department, Equal Opportunity and Affirmative Action **must** be viewed as important by every segment of the workforce from the higher levels of management to the first-line employee. All departmental employees will be strictly accountable for adhering to this policy and will use affirmative action to ensure equality of opportunity in the internal affairs of the department.

Each organizational element will set realistic goals taking into consideration geographical areas, labor force, and legal restrictions for hiring and promoting minority groups and women. Goal accomplishments shall have priority when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.

The Affirmative Action Policy will remain in effect until such goals are achieved, and I anticipate the full cooperation of all managers, supervisors, and other employees to carry out this policy.

Sincerely,

A handwritten signature in black ink, appearing to read "Tony Parker".

Tony Parker

TP:CB

**APPENDIX B**

**AFFIRMATIVE ACTION EMPLOYMENT REPORT**

## AFFIRMATIVE ACTION EMPLOYMENT REPORT

CIVIL SERVICE REGISTER # \_\_\_\_\_ DATE: \_\_\_\_\_  
 CLASSIFICATION TITLE: \_\_\_\_\_ EEO CATEGORY: \_\_\_\_\_ BUDGET CODE: \_\_\_\_\_  
 \*\*NUMBER OF INDIVIDUALS WITH DISABILITY  
 NOTED OR INFORMED BY APPLICANT

	TOTAL APPLICANTS INTERVIEWED	REACHABLE APPLICANTS INTERVIEWED	TOTAL APPLICANTS HIRED	PERCENT HIRED*	INTERVIEWED	HIRIED	PERCENT HIRED
WHITE MALES	_____	_____	_____	_____	_____	_____	_____
WHITE FEMALES	_____	_____	_____	_____	_____	_____	_____
BLACK MALES	_____	_____	_____	_____	_____	_____	_____
BLACK FEMALES	_____	_____	_____	_____	_____	_____	_____
***OTHER MALES	_____	_____	_____	_____	_____	_____	_____
***OTHER FEMALES	_____	_____	_____	_____	_____	_____	_____
TOTAL:	_____	_____	_____	_____	_____	_____	_____
ESTABLISHED EMPLOYMENT GOALS FOR THIS EEO CATEGORY: (MUST BE COMPLETED PRIOR TO INTERVIEW)							
COMMENTS:	_____	_____	_____	_____	_____	_____	_____

\*\*ESTABLISHED EMPLOYMENT GOALS FOR THIS EEO CATEGORY:  
(MUST BE COMPLETED PRIOR TO INTERVIEW)

COMMENTS:

CERTIFICATE

I CERTIFY THAT THE INFORMATION ABOVE IS CORRECT.

SIGNATURE \_\_\_\_\_ PERSONNEL OFFICER \_\_\_\_\_

\* PERCENTAGES ROUNDED TO NEAREST TENTH OF A PERCENT

\*\*ALL DISABILITY STATISTICS ARE INCLUDE IN ATOTAL HIRED=COLUMN  
 I CERTIFY THAT INTERVIEW BOARD MEMBERS WERE AWARE OF AA  
 GOALS AND THESE GOALS WERE CONSIDERED WHEN MAKING  
 SELECTIONS

\*\*\*HISPANIC, ASIAN & AMERICAN INDIAN

NOTE: THIS REPORT IS TO BE COMPLETED FOR ALL CIVIL  
 SERVICE AND NON-CIVIL SERVICE HIRES, PROMOTIONS,  
 DEMOTIONS, AND TRANSFERS.

CR-2951 (REV. 7/95)

SIGNATURE \_\_\_\_\_ \*WARDEN/DIRECTOR/SUPERINTENDENT (ONLY)  
 SIGNATURE \_\_\_\_\_ AFFIRMATIVE ACTION OFFICER \_\_\_\_\_

**APPENDIX C**

**AFFIRMATIVE ACTION PROGRAM REVIEW CHECK LIST**

**AFFIRMATIVE ACTION PROGRAM REVIEW  
CHECK LIST**

<p>Budget Code/Facility Employees:</p>	<p>Date:</p>	<p>Total</p>
		<p>Total Black: Total Other: Total Females:</p>
<p>1. Is the Institutional Affirmative Action Policy Statement on hand and available to all employees? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>2. Has a managerial level employee been designated to coordinate and supervise the AA program? (Recommend Personnel Officer be designated.) <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>3. Has the AAO allowed sufficient time in his/her work schedule to fulfill the responsibilities of the Office? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>4. Has a special recruitment and orientation program for minorities and females been established? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>5. Have Recruitment Coordinators been assigned to aid individuals in the application process and requirements? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>6. Does the local AAO provide a Forum for other employees to ask questions concerning the AAP and to suggest improvements from their perspectives? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>7. Does the Affirmative Action Officer serve as a voting member of Promotional and Hiring Review Boards? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>8. Do employees assume responsibility for reviewing the AAP? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>9. Is a copy of Executive Order #3 posted on Employee Bulletin Boards? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>10. Have on-the-job training classes been developed to improve opportunities for minorities and females? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>11. Has training been scheduled at institutional level in Respectful Workplace: A Guide to Preventing Workplace Discrimination and Harassment <input type="checkbox"/> Yes <input type="checkbox"/> No</p>		

12. Does the Affirmative Action Officer analyze and review recruitment procedures to identify and eliminate all discriminatory practices?  Yes  No
13. Are employees made aware of vacant positions at the Institutions/Divisions?  Yes  No
14. Are training programs publicized and made available equally to all eligible employees?  Yes  No
15. Are promotional opportunities made fully and equally known to all employees?  Yes  No
16. Are females and minorities represented in the administration of promotional selection process?  Yes  No
17. Are individual Hiring and Promotion packets maintained indicating the decision of the board and reasons for non-selection?  Yes  No
18. Does the AAO review the records of transfers between shifts during past twelve months? (The following will be considered: race, frequency of moves, seniority, experience, requested vs. involuntarily moves.)  Yes  No
19. Are promotional registers requested initially to fill vacant positions?  
 Yes  No
20. Interview at least two employees to determine effectiveness of institutional/divisional AA Program from their perspective. (selected at random from institutional roster).  Yes  No
21. Is an Equal Opportunity Employer poster posted on the Employee Bulletin Board?  Yes  No
22. Are employees aware of whom the Affirmative Action Officer is for their institution/division?  Yes  No

**APPENDIX D**

**WORK FORCE ANALYSIS**

## Job Category Breakdown as of 30-JUN-2019

Business Unit: 32901  
Department: 32901

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	26	33.3	7	9.0	0	0.0	0	0.0	24	30.8	20	25.6	0	0.0	1	1.3
Professionals	27	21.6	14	11.2	0	0.0	1	0.8	34	34.4	43	34.4	5	4.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0	2	50.0	0	0.0	0	0.0
Corrective Services - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	1	9.1	4	36.4	0	0.0	0	0.0	4	36.4	0	0.0	0	0.0	2	18.2
Custodial Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	54	100	25	100	0	0.0	1	0.0	64	100	65	100	1	0.0	8	100

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	28	35.9	45	57.7	78	35.8
Professionals	64	51.2	83	66.4	125	57.3
Technicians	2	50.0	4	100.0	4	1.6
Corrective Services	0	0.0	0	0.0	0	0.0
Corrective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	6	54.5	6	54.5	11	5.0
Custodial Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	100	100	138	100	218	100

Business Unit: 32901  
Department: 32906

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	33.3	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Professionals	23	56.1	6	14.6	1	2.4	1	2.4	9	22.0	1	2.4	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	1	6.7	1	6.7	0	0.0	0	0.0	12	80.0	1	6.7	0	0.0	0	0.0
Custodial Craft	6	75.0	0	0.0	0	0.0	1	12.5	1	12.5	0	0.0	0	0.0	0	0.0
Service Maintenance	2	66.7	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Total	35	100.0	8	100.0	1	100.0	0	0.0	24	100.0	2	100.0	0	0.0	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	33.3	1	33.3	3	4.2
Professionals	9	22.0	10	24.4	41	56.9
Technicians	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	0	0.0	0	0.0	2	2.8
Administrative Support	2	13.3	13	86.7	15	20.8
Custodial Craft	1	12.5	1	12.5	8	11.1
Service Maintenance	0	0.0	1	33.3	3	4.2
Total	13	100.0	0	0.0	0	0.0

Business Unit: 32901  
Department: 32908

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT		NBR	PCT		NBR	PCT		NBR	PCT		NBR	PCT		NBR	PCT		NBR	PCT		NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT		NBR	PCT		NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0

## Job Category Breakdown as of 30-JUN-2019

Business Unit:	Department:	Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
			NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
32901	32911	Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
		Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
		Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
		Protective Services - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
		Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
		Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
		Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
		Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
		Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0

Business Unit: 32901  
Department: 32913

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	20.0	1	20.0	0	0.0	0	0.0	1	20.0	2	40.0	0	0.0	0	0.0
Professionals	4	11.4	5	14.3	0	0.0	0	0.0	11	31.4	14	40.0	1	2.9	0	0.0
Technicians	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	13	10.7	21	17.2	2	1.6	4	3.3	23	18.9	55	45.1	2	1.6	2	1.6
Administrative Support	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Custodial Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	21	29	5	41	5	73	5	41	120	177	3	177	3	3	3	3

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	60.0	3	60.0	5	2.8
Professionals	20	57.1	26	74.3	35	19.8
Technicians	0	0.0	0	0.0	1	0.6
Protective Services - Non Sworn	86	70.5	82	67.2	122	68.9
Administrative Support	0	0.0	0	0.0	1	0.6
Custodial Craft	5	41.7	9	75.0	12	6.8
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	1	0.6
Total	115	120	120	177	177	100.0

Business Unit: 32901  
Department: 32914

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	4	66.7	0	0.0	0	0.0	1	16.7	1	16.7	0	0.0	0	0.0	0	0.0
Professionals	27	47.4	1	1.8	0	0.0	1	1.8	25	43.9	3	5.3	0	0.0	0	0.0
Technicians	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn.	168	71.2	11	4.7	2	0.8	3	1.3	48	20.3	2	0.8	0	0.0	2	0.8
Protective Service - Non Sworn.	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	4	16.0	0	0.0	0	0.0	0	0.0	0	0.0	21	84.0	0	0.0	0	0.0
Cilled Craft	10	90.9	0	0.0	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	4	80.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	219		12		2		6		96		5		0		2	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	16.7	1	16.7	6	1.8
Professionals	5	8.8	28	49.1	57	16.7
Technicians	0	0.0	0	0.0	1	0.3
Protective Services	20	8.5	52	22.0	236	69.0
Protective Service - Non Sworn.	0	0.0	0	0.0	1	0.3
Administrative Support	0	0.0	21	84.0	25	7.3
Cilled Craft	1	9.1	0	0.0	11	3.2
Service Maintenance	0	0.0	1	20.0	5	1.5
Other	0	0.0	0	0.0	0	0.0
Total	27		103		342	

Job Category Breakdown as of 30-JUN-2019

Business Unit: 32901  
Department: 32916

Job Category	Total	Minority	Total	Females	Total	Employees
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	100.0	0	0.0	1	0.7
Professionals	25	86.2	16	55.2	29	19.9
Technicians	2	100.0	2	100.0	2	1.4
Protective Services	84	91.3	57	62.0	92	63.0
Protective Service - Non Sworn	1	100.0	1	100.0	1	0.7
Administrative Support	9	81.8	9	81.8	11	7.5
Craft	2	50.0	0	0.0	4	2.7
Skilled Craft	3	50.0	3	50.0	6	4.1
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
	120	100.0	100	100.0	145	100.0

Business Unit: 32901  
Department: 32917

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Business Unit: 32901  
Department: 32918

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	50.0	1	16.7	0	0.0	0	0.0	2	33.3	0	0.0	0	0.0	0	0.0
Professionals	43	45.7	1	1.1	1	1.1	0	0.0	46	48.9	1	1.1	2	2.1	0	0.0
Technicians	2	66.7	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	336	72.9	2	0.4	2	0.4	2	0.4	113	24.5	5	1.1	0	0.0	1	0.2
Protective Services - Non Sworn.	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Administrative Support	3	9.4	0	0.0	0	0.0	0	0.0	29	90.6	0	0.0	0	0.0	0	0.0
Cilled Craft	25	96.2	0	0.0	0	0.0	0	0.0	1	3.8	0	0.0	0	0.0	0	0.0
Service Maintenance	4	80.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	417		4		3		2		194		6		2		1	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	16.7	2	33.3	6	1.0
Professionals	5	5.3	49	52.1	94	14.9
Technicians	0	0.0	1	33.3	3	0.5
Protective Services - Non Sworn	12	2.6	119	25.8	461	73.3
Administrative Support	0	0.0	1	50.0	2	0.3
Cilled Craft	0	0.0	29	90.6	32	5.1
Service Maintenance	0	0.0	1	3.8	26	4.1
Other	0	0.0	1	20.0	5	0.8
Total	18		203		629	

Business Unit: 32901  
Department: 32921

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Corrective Services - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1	1	0	0	0	0	0	0	1	1	2	2	0	0	0	0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	50.0	1	50.0	2	100.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Corrective Services - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	1	1	1	1	2	2

Business Unit: 32901  
Department: 32922

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Custodial Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	1	50.0	2	100.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Custodial Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	1	50.0	2	100.0

Business Unit: 32901  
Department: 32923

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Corrective Services - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	2	100.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Corrective Services	0	0.0	0	0.0	0	0.0
Corrective Services - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	2	100.0

Business Unit: 32901  
Department: 32932

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	4	50.0	1	12.5	0	0.0	2	25.0	1	12.5	0	0.0
Technicians	17	73.9	4	17.4	0	0.0	1	4.3	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cilled Craft	15	93.8	0	0.0	0	0.0	1	6.3	0	0.0	0	0.0
Service Maintenance	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	44	100.0	6	13.6	2	4.5	3	7.0	1	2.3	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	5	8.9
Professionals	2	25.0	3	37.5	8	14.3
Technicians	5	21.7	1	4.3	23	41.1
Protective Services	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Cilled Craft	1	6.3	0	0.0	16	28.6
Service Maintenance	0	0.0	0	0.0	4	7.1
Other	0	0.0	0	0.0	0	0.0
Total	9	4	4	56	56	100.0

## Job Category Breakdown as of 30-JUN-2019

Business Unit: 32901  
Department: 32941

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	25.0	3	37.5	0	0.0	0	0.0	0	0.0	3	37.5	0	0.0	0	0.0
Professionals	27	36.0	8	10.7	0	0.0	0	0.0	15	20.0	25	33.3	0	0.0	0	0.0
Technicians	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0
Protective Services - Non Sworn	99	25.6	74	19.1	0	0.0	1	0.3	63	16.3	148	38.2	1	0.3	1	0.3
Protective Service - Non Sworn	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	2	4.9	0	0.0	0	0.0	0	0.0	27	65.9	10	24.4	1	2.4	1	2.4
Cilled Craft	6	80.0	1	10.0	0	0.0	0	0.0	1	10.0	0	0.0	0	0.0	0	0.0
Service Maintenance	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	144	106	87	106	0	0.0	1	106	188	2	188	188	0	0.0	2	2

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	6	75.0	3	37.5	8	1.5
Professionals	33	44.0	40	53.3	75	14.2
Technicians	1	25.0	1	25.0	4	0.8
Protective Services - Non Sworn	225	58.1	213	55.0	387	73.0
Protective Service - Non Sworn	0	0.0	0	0.0	1	0.2
Administrative Support	12	29.3	39	95.1	41	7.7
Cilled Craft	1	10.0	1	10.0	10	1.9
Service Maintenance	1	25.0	1	25.0	4	0.8
Other	0	0.0	0	0.0	0	0.0
Total	280	298	530	530		

Business Unit: 32901  
Department: 32942

## Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	20.0	2	40.0	0	0.0	0	0.0	2	40.0	0	0.0	0	0.0	0	0.0
Professionals	13	39.4	7	21.2	2	6.1	0	0.0	5	15.2	5	15.2	0	0.0	1	3.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Protective Services	72	39.1	41	22.3	4	2.2	3	1.6	30	16.3	26	14.1	2	1.1	6	3.3
Protective Services - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	1	100.0	0	0.0	0	0.0
Administrative Support	2	18.2	2	18.2	0	0.0	1	9.1	5	45.5	0	0.0	1	9.1	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	88		52		6		4		45		31		3		7	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	40.0	2	40.0	5	2.1
Professionals	15	45.5	11	33.3	33	14.0
Technicians	0	0.0	1	100.0	1	0.4
Protective Services	82	44.6	64	34.8	184	78.0
Protective Services - Non Sworn.	0	0.0	1	100.0	1	0.4
Administrative Support	4	36.4	6	54.5	11	4.7
Cilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	1	100.0	1	0.4
Other	0	0.0	0	0.0	0	0.0
Total	103		86		236	

Business Unit: 32901  
Department: 32943

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	33.3	0	0.0	0	0.0	0	0.0	2	66.7	0	0.0
Professionals	34	56.7	0	0.0	1	1.7	0	0.0	25	41.7	0	0.0
Technicians	2	25.0	0	0.0	0	0.0	0	0.0	6	75.0	0	0.0
Corrective Services - Non Sworn	235	76.8	0	0.0	2	0.7	1	0.3	68	22.2	0	0.0
Administrative Support	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0
Custodial Craft	9	21.2	1	3.0	0	0.0	0	0.0	25	75.8	0	0.0
Service Maintenance	3	60.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	292		1		3		1		129		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	2	66.7	3	0.7
Professionals	1	1.7	25	41.7	60	14.1
Technicians	0	0.0	6	75.0	8	1.9
Corrective Services - Non Sworn	3	1.0	68	22.2	306	71.8
Administrative Support	0	0.0	1	50.0	2	0.5
Custodial Craft	1	3.0	25	75.8	33	7.7
Service Maintenance	0	0.0	0	0.0	9	2.1
Other	0	0.0	2	40.0	5	1.2
Total	5		129		426	

Business Unit: 32901  
Department: 32944

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	1	100.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	1	100.0

Business Unit: 32901  
Department: 32945

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	39	40.6	5	5.2	1	1.0	0	0.0	39	40.6	12	12.5	0	0.0	0	0.0
Technicians	3	50.0	0	0.0	0	0.0	0	0.0	3	50.0	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	139	48.4	32	11.1	2	0.7	2	0.7	60	20.9	46	16.0	5	1.7	1	0.3
Administrative Support	5	12.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cilled Craft	16	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	2	33.3	0	0.0	0	0.0	0	0.0	2	33.3	2	33.3	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	210		37		3		2		136		61		7		1	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	5	1.1
Professionals	18	18.8	51	53.1	96	21.0
Technicians	0	0.0	3	50.0	6	1.3
Protective Services - Non Sworn	88	30.7	112	39.0	287	62.8
Administrative Support	0	0.0	0	0.0	1	0.2
Cilled Craft	3	7.5	35	87.5	40	8.8
Service Maintenance	0	0.0	0	0.0	16	3.5
Other	2	33.3	4	66.7	6	1.3
Total	111		205		457	

## Job Category Breakdown as of 30-JUN-2019

Business Unit: 32901  
Department: 32946

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	33.3	3	33.3	0	0.0	0	0.0	1	11.1	2	22.2	0	0.0	0	0.0
Professionals	11	18.0	9	14.8	0	0.0	0	0.0	11	18.0	27	44.3	0	0.0	3	4.9
Technicians	1	5.3	4	21.1	0	0.0	0	0.0	6	31.6	7	36.8	0	0.0	1	5.3
Protective Services - Non Sworn*	53	28.2	60	31.9	8	4.3	4	2.1	10	5.3	40	21.3	5	2.7	8	4.3
Administrative Support	8	34.8	2	8.7	0	0.0	1	4.3	4	17.4	7	30.4	0	0.0	1	4.3
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0	3	75.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	77	78	8	6	32	8	6	5	32	6	86	5	5	5	5	5

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	5	55.6	3	33.3	9	3.0
Professionals	39	63.9	41	67.2	61	20.0
Technicians	12	63.2	14	73.7	19	6.2
Protective Services - Non Sworn*	125	66.5	63	33.5	188	61.6
Administrative Support	0	0.0	0	0.0	1	0.3
Cilled Craft	11	47.8	12	52.2	23	7.5
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	4	100.0	3	75.0	4	1.3
Total	196	136	136	305		

Business Unit: 32901  
Department: 32947

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	4	80.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0
Professionals	50	60.2	1	1.2	0	0.0	0	0.0	30	36.1	1	1.2	0	0.0	1	1.2
Technicians	1	33.3	0	0.0	0	0.0	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	329	79.9	4	1.0	4	1.0	2	0.5	72	17.5	1	0.2	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0
Cilled Craft	5	13.9	0	0.0	0	0.0	0	0.0	29	80.6	0	0.0	2	5.6	0	0.0
Service Maintenance	15	93.8	0	0.0	0	0.0	0	0.0	1	6.3	0	0.0	0	0.0	0	0.0
Other	3	75.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Total	407	5	4	0.0	0	0.0	0	0.0	138	2	0.0	0	0	0	1	2

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	1	20.0	5	0.9
Professionals	3	3.6	32	38.6	83	14.8
Technicians	0	0.0	2	66.7	3	0.5
Protective Services	11	2.7	73	17.7	412	73.4
Protective Service - Non Sworn	0	0.0	2	100.0	2	0.4
Administrative Support	2	5.6	31	86.1	36	6.4
Cilled Craft	0	0.0	1	6.3	16	2.9
Service Maintenance	0	0.0	1	25.0	4	0.7
Other	0	0.0	0	0.0	0	0.0
Total	16	143	561			

Business Unit: 32901  
Department: 32948

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	22.2	1	11.1	0	0.0	0	0.0	4	44.4	2	22.2
Professionals	15	68.2	0	0.0	0	0.0	0	0.0	5	22.7	1	4.5
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	14	82.4	3	17.6	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	6	46.2	4	30.8	0	0.0	1	7.7	0	0.0	2	15.4
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Cilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	37	100.0	8	100.0	1	100.0	1	100.0	5	100.0	1	100.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	33.3	6	66.7	9	14.5
Professionals	2	9.1	7	31.8	22	35.5
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	3	17.6	0	0.0	17	27.4
Protective Service - Non Sworn	7	53.8	2	15.4	13	21.0
Administrative Support	0	0.0	1	100.0	1	1.6
Cilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	15	100.0	16	100.0	62	100.0

Business Unit: 32901  
Department: 32951

Job Category Breakdown as of 30-JUN-2019

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	7	29.2	2	8.3	0	0.0	0	0.0	10	41.7	5	20.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	301	29.3	105	10.2	4	0.4	6	0.6	339	33.0	248	24.1	11	1.1	13	1.3	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	3	42.9	2	28.6	0	0.0	1	14.3	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn*	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	2	2.7	1	1.4	0	0.0	0	0.0	48	65.8	21	28.8	1	1.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cooked Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	313	110	7	274	4	398	12	13																

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	7	29.2	15	62.5	24	2.1			
Professionals	387	37.7	611	59.5	1027	90.8			
Technicians	0	0.0	0	0.0	0	0.0			
Protective Services	3	42.9	1	14.3	7	0.6			
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0			
Administrative Support	23	31.5	70	95.9	73	6.5			
Cooked Craft	0	0.0	0	0.0	0	0.0			
Service Maintenance	0	0.0	0	0.0	0	0.0			
Other	0	0.0	0	0.0	0	0.0			
Total	420	697			1131				

Business Unit: 32901  
Department:

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	70	39.1	22	12.3	0	0.0	1	0.6	50	27.9	35	19.6	0	0.0	1	0.6
Professionals	621	33.6	173	9.4	10	0.5	9	0.5	597	32.3	396	21.5	17	0.9	23	1.2
Technicians	31	41.3	8	10.7	0	0.0	1	1.3	22	29.3	12	16.0	0	0.0	1	1.3
Protective Services	1467	54.3	280	10.4	26	1.0	24	0.9	492	18.2	376	13.9	15	0.6	21	0.8
Protective Service - Non Sworn	13	50.0	4	15.4	0	0.0	1	3.8	5	19.2	3	11.5	0	0.0	0	0.0
Administrative Support	41	11.3	14	3.8	0	0.0	3	0.8	245	67.3	49	13.5	7	1.9	5	1.4
Cilled Craft	106	91.4	3	2.6	0	0.0	3	2.6	4	3.4	0	0.0	0	0.0	0	0.0
Service Maintenance	23	47.9	6	12.5	0	0.0	1	2.1	9	18.8	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2372	510	510	36	43	1424	880	39	51	39	5355	2394	1424	51	51	51

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	59	33.0	86	48.0	179	3.3
Professionals	628	34.0	1033	56.0	1846	34.5
Technicians	22	29.3	35	46.7	75	1.4
Protective Services	742	27.5	904	33.5	2701	50.4
Protective Service - Non Sworn	8	30.8	8	30.8	26	0.5
Administrative Support	76	21.4	306	84.1	364	6.8
Cilled Craft	6	5.2	4	3.4	116	2.2
Service Maintenance	10	20.8	18	37.5	48	0.9
Other	0	0.0	0	0.0	0	0.0
Total	1559	2394	5355	5355	5355	5355

## **APPENDIX E**

### **GOALS - AFFIRMATIVE ACTION PLAN FY 2018-2019**

Budget Code	Job Group Code	Job Group Name	Native			American			Asian			Hispanic			Other			Native				
			Female	Black	Utilized	Hispanic	Black	Utilized	American	Black	Utilized	Asian	Black	Utilized	Hispanic	Black	Utilized	Asian	Goal	Goal	Goal	Goal
Job	Group	Job Group Name	Female	Black	Utilized	Hispanic	Black	Utilized	American	Black	Utilized	Asian	Black	Utilized	Hispanic	Black	Utilized	Asian	Goal	Goal	Goal	Goal
32900	10000	Administrators	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
	Officials and Administrators	Officials and Administrators	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
32900	10100	Administrators	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	1	0	0	0	0	0
	Officials and Administrators	Officials and Administrators	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
32900	10101	Administrators	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	1	0	0	0	0	0
	Officials and Administrators	Officials and Administrators	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	1	0	0	0	0	0
32900	10102	Administrators	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0
	Professionals	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
32900	20000	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0
	Professionals	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
32900	20002	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0
	Professionals	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
32900	20101	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0
	Professionals	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
32900	20102	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
	Professionals	Professionals	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
32900	20201	Technicians	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0
	Administrative	Administrative	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	1	0	0	0	0	0
32900	60101	Support	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	1	0	0	0	0	0
	Administrative	Administrative	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0
32900	60102	Support	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0









Budget Code	Job Group Code	Job Group Name	Female Utilized	Black Utilized	Hispanic Utilized	Asian Utilized	American Utilized	Hawaiian Utilized	Other Utilized	Vacancy Utilized	Female Goal	Black Goal	Hispanic Goal	Asian Goal	Native American Goal	Hawaiian Goal	Other Goal
32918	11801	Officials and Administrators	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0	0
32918	21801	Professionals	Y	Y	Y	Y	Y	Y	Y	6	0	0	0	0	0	0	0
32918	31801	Technicians	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0	0
32918	41801	Protective Service	Y	Y	Y	Y	Y	Y	Y	9	0	0	0	0	0	0	0
		Protective Service - Non Sworn	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0	0
		Administrative Support	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0	0
		Skilled Craft Service	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0	0
32918	81801	Maintenance	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0	0

Budget Code	Job Group Code	Job Group Name	Female Utilized	Black Utilized	Hispanic Utilized	Asian Utilized	Native American Utilized	Hawaiian Utilized	Other Utilized	Utilized Vacancy	Female Goal	Black Goal	Hispanic Goal	Asian Goal	Native American Goal	Hawaiian Goal	Other Goal
											Female Utilized	Black Utilized	Hispanic Utilized	Asian Utilized	Native American Utilized	Hawaiian Utilized	Other Utilized
32921	10101	Officials and Administrators	Y	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0

Budget Code	Job Group Code	Job Group Name	Female			Native			Native			
			Black Utilized	Hispanic Utilized	Asian Utilized	American Utilized	Hawaiian Utilized	Other Utilized	Black Utilized	Hispanic Utilized	Asian Utilized	American Utilized
32922	10101	Officials and Administrators	Y	Y	Y	Y	Y	Y	0	0	0	0





Budget Code	Job Group Code	Job Group Name	Female Utilized	Black Utilized	Hispanic Utilized	Asian Utilized	American Utilized	Hawaiian Utilized	OtherUtil- ized	Vacancy	Female Goal	Black Goal	Hispanic Goal	Asian Goal	Native American Goal	Hawaiian Goal	Other Goal
32942	14201	Officials and Administrators	Y	Y	Y	Y	Y	Y	Y	1	1	1	1	1	1	0	1
		Officials and Administrators	N	N	Y	N	Y	Y	Y	0	1	1	1	1	1	0	1
32942	14501	Administrators	N	N	Y	Y	Y	Y	Y	0	1	1	1	1	1	0	1
32942	21302	Professionals	N	N	Y	N	Y	Y	Y	0	1	1	1	1	1	0	1
32942	21701	Professionals	N	N	Y	N	Y	Y	Y	0	1	1	1	1	1	0	1
32942	24201	Professionals	Y	Y	Y	Y	Y	Y	Y	1	1	1	1	1	1	0	1
32942	24202	Professionals	Y	Y	Y	Y	Y	Y	Y	1	1	1	1	1	1	0	1
32942	34201	Technicians	Y	Y	Y	Y	Y	Y	Y	0	1	1	1	1	1	0	1
32942	41701	Protective Service	Y	Y	Y	Y	Y	Y	Y	2	1	1	1	1	1	0	1
32942	41702	Protective Service	Y	Y	Y	Y	Y	Y	Y	0	1	1	1	1	1	0	1
32942	44201	Protective Service - Non Sworn	Y	Y	Y	Y	Y	Y	Y	20	1	1	1	1	1	0	1
32942	54201	Administrative Protective Service - Non Sworn	N	Y	Y	Y	Y	Y	Y	0	1	1	1	1	1	0	1
32942	61701	Support	N	Y	Y	Y	Y	Y	Y	0	1	1	1	1	1	0	1
32942	64201	Administrative Support	Y	Y	Y	Y	Y	Y	Y	0	1	1	1	1	1	0	1
32942	84202	Maintenance Service	Y	Y	Y	Y	Y	Y	Y	2	1	1	1	1	1	0	1



Budget Code	Job Group Code	Job Group Name	Female Utilized	Black Utilized	Hispanic Utilized	Asian Utilized	Native			Other Utilized	Utilized Vacancy	Female Goal	Black Goal	Hispanic Goal	Asian Goal	Native Goal	American Goal	Hawaiian Goal	Other Goal
							American	Hawaiian	Other										
32944	10101	Officials and Administrators	N	Y	Y	Y	Y	Y	Y	Y	0	1	0	0	0	0	0	0	0

Budget Code	Job Group Code	Job Group Name	Female Utilized	Black Utilized	Hispanic Utilized	Asian Utilized	Native			Native			
							American Utilized	Hawaiian Utilized	Other Utilized	Vacancy Goal	Black Goal	Hispanic Goal	Asian Goal
32945	14501	Administrators	Y	Y	Y	Y	Y	Y	Y	3	0	0	0
32945	20002	Professionals	Y	Y	Y	Y	Y	Y	Y	0	0	0	0
32945	21302	Professionals	Y	Y	Y	Y	Y	Y	Y	0	0	0	0
32945	24501	Professionals	Y	Y	Y	Y	Y	Y	Y	5	1	0	0
32945	24502	Professionals	Y	Y	Y	Y	Y	Y	Y	1	1	0	0
32945	30000	Technicians	Y	Y	Y	Y	Y	Y	Y	1	0	0	0
32945	34501	Technicians	Y	Y	Y	Y	Y	Y	Y	0	0	0	0
32945	44501	Protective Service	Y	Y	Y	Y	Y	Y	Y	32	3	3	0
32945	54501	Protective Service - Non Sworn	Y	Y	Y	Y	Y	Y	Y	0	0	0	0
32945	64501	Administrative Support	Y	Y	Y	Y	Y	Y	Y	1	1	0	0
32945	74501	Skilled Craft Service	Y	Y	Y	Y	Y	Y	Y	0	0	0	0
32945	80000	Maintenance Service	Y	Y	Y	Y	Y	Y	Y	0	0	0	0
32945	84502	Maintenance	Y	Y	Y	Y	Y	Y	Y	0	0	0	0





Budget Code	Job Group Code	Job Group Name	Female Utilized	Black Utilized	Hispanic Utilized	Asian Utilized	Native			Female Goal	Black Goal	Hispanic Goal	Asian Goal	American Goal	Hawaiian Goal	Other Goal
							Utilized	Utilized	Utilized							
32948	10101	Officials and Administrators	Y	Y	Y	Y	Y	Y	Y	2	0	0	0	0	0	0
32948	20101	Professionals	N	Y	Y	Y	Y	Y	Y	1	1	0	0	0	0	0
32948	40102	Protective Service	Y	Y	Y	Y	Y	Y	Y	2	0	0	0	0	0	0
32948	40104	Protective Service	N	N	Y	N	Y	Y	Y	0	1	1	0	1	0	0
32948	51701	Non Sworn Protective Service	N	Y	Y	Y	Y	Y	Y	4	1	0	0	0	0	0
32948	60101	Administrative Support	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0



Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32900	1	Officials and Administrators	Y	N	2	1	1
32900	2	Professionals	Y	Y	11	0	0
32900	3	Technicians	Y	N	1	0	1
32900	4	Protective Service	Y	N	0	0	1
32900	6	Administrative Support	Y	N	3	0	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32906	1	Officials and Administrators	Y	N	0	0	1
32906	2	Professionals	Y	Y	2	0	0
32906	4	Protective Service	N	N	0	1	1
32906	6	Administrative Support	Y	Y	0	0	0
32906	7	Skilled Craft	Y	N	0	0	1
32906	8	Service Maintenance	N	N	1	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32913	1	Officials and Administrators	Y	N	0	0	1
32913	2	Professionals	Y	N	1	0	1
32913	3	Technicians	N	N	0	1	1
32913	4	Protective Service	Y	N	5	3	1
32913	5	Protective Service - Non Sworn	N	N	0	1	1
32913	6	Administrative Support	Y	N	0	0	1
32913	8	Service Maintenance	N	N	0	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32914	1	Officials and Administrators	N	N	0	1	1
32914	2	Professionals	Y	N	5	1	1
32914	3	Technicians	N	Y	0	1	0
32914	4	Protective Service	Y	Y	3	1	1
32914	5	Protective Service - Non Sworn	N	N	0	1	1
32914	6	Administrative Support	N	N	2	1	1
32914	7	Skilled Craft	Y	Y	1	1	0
32914	8	Service Maintenance	Y	N	2	0	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32916	1	Officials and Administrators	Y	N	0	0	1
32916	2	Professionals	Y	N	4	1	1
32916	3	Technicians	N	N	0	1	1
32916	4	Protective Service	Y	N	1	4	1
32916	5	Protective Service - Non Sworn	0	0	0	0	0
32916	6	Administrative Support	Y	N	0	1	1
32916	7	Skilled Craft	Y	N	0	0	1
32916	8	Service Maintenance	N	N	0	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32918	1	Officials and Administrators	Y	Y	0	0	0
32918	2	Professionals	Y	Y	9	0	0
32918	3	Technicians	N	Y	1	1	0
32918	4	Protective Service	Y	N	16	0	3
32918	5	Protective Service - Non Sworn	N	Y	0	1	0
32918	6	Administrative Support	N	Y	4	1	0
32918	7	Skilled Craft	N	Y	0	1	0
32918	8	Service Maintenance	N	Y	1	1	0

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32921	1	Officials and Administrators	Y	Y	0	0	0
32921	2	Professionals	N	N	0	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32922	1	Officials and Administrators	N	N	0	1	1
32922	2	Professionals	N	N	0	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32932	1	Officials and Administrators	Y	N	0	0	1
32932	2	Professionals	Y	N	2	0	1
32932	3	Technicians	N	Y	0	1	0
32932	6	Administrative Support	N	N	0	1	1
32932	7	Skilled Craft	Y	N	2	0	1
32932	8	Service Maintenance	Y	N	0	0	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32941	1	Officials and Administrators	Y	N	0	1	1
32941	2	Professionals	Y	N	4	1	2
32941	3	Technicians	Y	N	3	1	1
32941	4	Protective Service	N	N	31	5	2
32941	5	Protective Service - Non Sworn	0	0	0	0	0
32941	6	Administrative Support	N	N	3	1	1
32941	7	Skilled Craft	Y	N	2	1	1
32941	8	Service Maintenance	Y	N	4	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32942	1	Officials and Administrators	Y	N	0	1	1
32942	2	Professionals	Y	Y	2	2	1
32942	3	Technicians	N	N	0	1	1
32942	4	Protective Service	Y	N	7	4	1
32942	5	Protective Service - Non Sworn	Y	N	0	1	1
32942	6	Administrative Support	Y	N	0	3	1
32942	8	Service Maintenance	Y	N	0	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32943	1	Officials and Administrators	Y	N	0	0	1
32943	2	Professionals	Y	N	4	0	1
32943	3	Technicians	Y	N	1	0	1
32943	4	Protective Service	Y	N	2	0	1
32943	5	Protective Service - Non Sworn	N	N	0	1	1
32943	6	Administrative Support	Y	N	1	0	1
32943	7	Skilled Craft	Y	N	0	0	1
32943	8	Service Maintenance	Y	N	2	0	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32944	1	Officials and Administrators	Y	N	0	0	1
32944	2	Professionals	N	N	0	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32945	1	Officials and Administrators	N	N	0	1	1
32945	2	Professionals	Y	N	5	0	1
32945	3	Technicians	N	N	0	1	1
32945	4	Protective Service	Y	N	25	2	1
32945	5	Protective Service - Non Sworn	N	N	0	1	1
32945	6	Administrative Support	N	Y	2	1	0
32945	7	Skilled Craft	Y	N	0	1	1
32945	8	Service Maintenance	Y	N	1	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32946	1	Officials and Administrators	Y	Y	0	0	0
32946	2	Professionals	Y	Y	5	0	0
32946	3	Technicians	Y	Y	13	0	0
32946	4	Protective Service	Y	Y	2	0	0
32946	5	Protective Service - Non Sworn	N	N	0	1	1
32946	6	Administrative Support	Y	Y	0	0	0
32946	8	Service Maintenance	Y	Y	0	0	0

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32947	1	Officials and Administrators	Y	N	1	1	1
32947	2	Professionals	Y	Y	3	0	0
32947	3	Technicians	Y	Y	0	0	0
32947	4	Protective Service	Y	N	2	0	2
32947	5	Protective Service - Non Sworn	N	N	0	1	1
32947	6	Administrative Support	Y	N	0	0	1
32947	7	Skilled Craft	Y	N	1	0	1
32947	8	Service Maintenance	N	N	0	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32948	1	Officials and Administrators	Y	N	0	0	1
32948	2	Professionals	Y	N	0	0	1
32948	4	Protective Service	Y	N	1	0	1
32948	5	Protective Service - Non Sworn	N	N	0	1	1
32948	6	Administrative Support	N	N	0	1	1

Budget Code	EEO Category	Job Group Name	Vets Utilized	IWDs Utilized	Vacancy Count	Vets Goal	IWDs Goal
32951	1	Officials and Administrators	Y	N	0	0	1
32951	2	Professionals	Y	N	14	6	1
32951	3	Technicians	N	N	0	1	1
32951	6	Administrative Support	Y	N	4	0	2

## **APPENDIX F**

### **UTILIZATION OF GOALS - NEW HIRES**

**FY 2018-2019**

Job Category Breakdown from 81-JUL-2018 to 30-JUN-2019

Business Unit: 32901  
Department: 32901

30-JUN-2019

Feb Category Breakdown from

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	1	20.0	2	40.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1	0	0	0	0	0	0	0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

### Job Category

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	66.7	2	66.7	3	27.3
Professionals	3	60.0	4	80.0	5	45.5
Technicians	1	100.0	1	100.0	1	9.1
Protective Services	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	1	50.0	2	100.0	2	18.2
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	7	9				

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males				Hispanic Males				Other Males				White Females				Hispanic Females				Other Females			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Skilled Craft	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	4		0		0		0		1		0		1		1		1		0		0		0	

Job Category	Total Minority				Total Females				Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	2	33.3	2	0.0	2	33.3
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	1	50.0	1	50.0	1	50.0	2	33.3	2	33.3	2	33.3
Skilled Craft	0	0.0	1	50.0	2	33.3	2	33.3	2	33.3	2	33.3
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1		2		2		6		6		6	

Business Unit: 32901  
Department: 32908

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	NBR	PCT	NBR	NBR	PCT	NBR	NBR	PCT	NBR	NBR	PCT	NBR	NBR	PCT	NBR	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
Total	0	0	0	0	0	0	0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Business Unit: 32901  
Department: 32911

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Peoplesoft

Business Unit: 32901  
Department: 32913

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

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	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	3	37.5	6	75.0	8	8.0		
Technicians	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	61	70.9	48	55.8	86	86.0		
protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	3	50.0	5	83.3	6	6.0		
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0
Total	67	59					100	

Business Unit: 32901  
Department: 32914

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	3	27.3	0	0.0	0	0.0	0	0.0	0	0.0	7	63.6	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	51	58.0	7	8.0	1	1.1	1	1.1	1	1.1	24	27.3	3	3.4	0	0.0	1	1.1	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	36	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	54		7		1																			1

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	1	100.0	1	1.0			
Professionals	1	9.1	8	72.7	11	10.6			
Technicians	0	0.0	0	0.0	0	0.0			
Protective Services	13	14.8	28	31.8	88	84.6			
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0			
Administrative Support	0	0.0	4	100.0	4	3.8			
Skilled Craft	0	0.0	0	0.0	0	0.0			
Service Maintenance	0	0.0	0	0.0	0	0.0			
Other	0	0.0	0	0.0	0	0.0			
Total	14		41		104				

Business Unit: 32901  
Department: 32916

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	5	12.2	7	17.1	0	0.0	0	0.0	0	0.0	0	0.0	29	70.7	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	
Skillled Craft	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	6	8	0	0	0	0.0	0	0.0	0	0.0	0	0.0	30	0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	1	100.0	0	0.0	1	2.3				
Technicians	0	0.0	0	0.0	0	0.0				
Protective Services	36	87.8	29	70.7	41	93.2				
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0				
Administrative Support	1	100.0	1	100.0	1	2.3				
Skillled Craft	0	0.0	0	0.0	1	2.3				
Service Maintenance	0	0.0	0	0.0	0	0.0				
Other	0	0.0	0	0.0	0	0.0				
Total	38	30	44							

Business Unit: 32901  
 Department: 32917

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0

Business Unit: 32901  
Department: 32918

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males NBR	Black Males NBR	Hispanic Males NBR	Other Males NBR	White Females NBR	Black Females NBR	Hispanic Females NBR	Other Females NBR
	PCT	PCT	PCT	PCT	PCT	PCT	PCT	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	2	25.0	1	12.5	0	0.0	5	62.5
Technicians	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	108	62.1	1	0.6	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	3	100.0
Skilled Craft	1	100.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0
Total	111	2	1	0	70	1	0	1

Job Category	Total Minority NBR	Total Females NBR	Total Employees NBR
	PCT	PCT	PCT
Officials/Administrators	0	0.0	0
Professionals	1	12.5	5
Technicians	0	0.0	0
Protective Services	4	2.3	64
Protective Service - Non Sworn.	0	0.0	0
Administrative Support	0	0.0	3
Skilled Craft	0	0.0	100.0
Service Maintenance	0	0.0	0
Other	0	0.0	0
Total	5	72	186

Business Unit: 32901  
 Department: 32921

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skillled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skillled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Business Unit: 32901  
Department: 32922

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Business Unit: 32901  
Department: 32923

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0
Professionals	0	0.0	~	0.0	0	0.0	0	0.0	0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0

Business Unit: 32901

Department: 32932

Job Category Breakdown from

01-JUL-2018

To 30-JUN-2019

Job Category	White Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	2	100.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	2	100.0

Business Unit: 32901  
Department: 32941

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	2	28.6	0	0.0	0	0.0	0	0.0	5	71.4	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	26	32.9	11	13.9	0	0.0	1	1.3	17	21.5	24	30.4	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0	1	25.0	0	0.0	1	25.0	0	0.0	
Skilled Craft	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	27		13		0		1		19		30		0		0		1		0		

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	7	100.0	5	71.4	7	7.7				
Technicians	0	0.0	0	0.0	0	0.0				
Protective Services	36	45.6	41	51.9	79	86.8				
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0				
Administrative Support	2	50.0	4	100.0	4	4.4				
Skilled Craft	0	0.0	0	0.0	1	1.1				
Service Maintenance	0	0.0	0	0.0	0	0.0				
Other	0	0.0	0	0.0	0	0.0				
Total	45		50		91					

Business Unit: 32901  
Department: 32942

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	33	42.9	11	14.3	0	0.0	1	14.3	1	1.3	17	22.1	11	14.3	2	2.6	2	2.6	2	2.6	2	2.6	2	2.6
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	1	33.3	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	1	1.1	1	1.1	22	100.0	0	0.0	0	0.0	0	0.0	3	11.1	2	2.2	2	2.2
Total	33		11																					

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	1	33.3	2	66.7	3	3.6			
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	27	35.1	32	41.6	77	91.7			
Protective Service - Non Sworn.	0	0.0	1	100.0	1	1.2			
Administrative Support	1	33.3	3	100.0	3	3.6			
Skilled Craft	0	0.0	0	0.0	0	0.0			
Service Maintenance	0	0.0	0	0.0	0	0.0			
Other	0	0.0	0	0.0	0	0.0			
Total	29		38				84		

Business Unit: 32901  
 Department: 32943

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	70	74.5	0	0.0	0	0.0	1	1.1	22	23.4	1	1.1	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	1	25.0	0	0.0	0	0.0	0	0.0	3	75.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	71	0	0	0	1	0.0	26	1	0	0.0	0	0.0	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	1	100.0	1	1.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	2	2.1	23	24.5	94	94.9
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	3	75.0	4	4.0
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	2	27	99	99	99	99

Business Unit: 32901  
Department: 32944

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Business Unit: 32901  
 Department: 32945

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	2	20.0	1	10.0	0	0.0	0	0.0	5	50.0	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	43	55.8	7	9.1	0	0.0	1	1.3	16	20.8	9	11.7	1	1.3	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn,	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	49		8		0		1		22		11		1		0		0		0		

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	3	30.0	7	70.0	10	10.9	1	1.1		
Technicians	0	0.0	0	0.0	0	0.0	0	0.0		
Protective Services	18	23.4	26	33.8	77	83.7				
Protective Service - Non Sworn,	0	0.0	0	0.0	0	0.0				
Administrative Support	0	0.0	1	100.0	1	1.1				
Skilled Craft	0	0.0	0	0.0	3	3.3				
Service Maintenance	0	0.0	0	0.0	0	0.0				
Other	0	0.0	0	0.0	0	0.0				
Total	21		34		92					

Business Unit: 32901  
Department: 32946

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	3	60.0	0	0.0	1	20.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	29	33.7	15	17.4	3	3.5	2	2.3	10	11.6	18	20.9	1	1.2	3	9.3	0	0.0	0	0.0	
Protective Service - Non Sworn.	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	2	28.6	0	0.0	0	0.0	1	14.3	2	28.6	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	33	15	3	3.5	3	1.4	14	10.0	25	14	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR
Officials/Administrators	0	0.0	1	100.0	1	1.0	1	1.0	1
Professionals	4	80.0	4	80.0	5	4.9	0	0.0	0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Services	47	54.7	37	43.0	86	83.5	1	1.0	1
Protective Service - Non Sworn.	0	0.0	0	0.0	1	1.0	0	0.0	0
Administrative Support	3	42.9	4	57.1	7	6.8	0	0.0	0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0
Service Maintenance	2	66.7	3	100.0	3	2.9	0	0.0	0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	56	49	103	100.0	103	100.0	103	100.0	103

Business Unit: 32901  
Department: 32947

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males				Hispanic Males				Other Males				White Females				Black Females				Hispanic Females			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	2	33.3	0	0.0	0	0.0	0	0.0	0	0.0	3	50.0	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	125	74.0	4	2.4	0	0.0	0	0.0	40	23.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	3	60.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0
Skillled Craft	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	130	4	0	0.0	46	0	0.0	0	46	0	0.0	0	0.0	0	0.0	0	0.0	1	1	0.0	0	0.0	0	0.0

Job Category	Total Minority				Total Females				Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	1	16.7	4	66.7	6	33.3	6	33.3	6	33.3	6	33.3
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	4	2.4	40	23.7	169	92.9	169	92.9	169	92.9	169	92.9
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	1	20.0	4	80.0	5	2.7	5	2.7	5	2.7	5	2.7
Skillled Craft	0	0.0	0	0.0	2	1.1	2	1.1	2	1.1	2	1.1
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	6	48	182	182	182	100.0	182	100.0	182	100.0	182	100.0

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	4		0		0		0		0		1		1		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	1	20.0
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	2	40.0
Protective Service - Non Sworn.	1	50.0	1	50.0	2	40.0
Administrative Support	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	1		1		5	

Business Unit: 32901  
 Department: 32951

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males				Hispanic Males				Other Males				White Females				Hispanic Females			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	46	24.1	21	11.0	1	0.5	1	0.5	56	29.3	60	31.4	2	1.0	4	2.1				
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	1	50.0	0	0.0	0	0.0	0	0.0	50	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	1	5.3	0	0.0	0	0.0	0	0.0	0	0.0	13	68.4	5	26.3	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	48	21	21	1	2	1	70	65	2	1	141	213	2	4						

Job Category	Total Minority				Total Females				Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	1	100.0	1	0.5	1	0.5	1	0.5	191	89.7
Professionals	89	46.6	122	63.9	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	2	0.9		
Protective Services	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0		
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Administrative Support	5	26.3	18	94.7	19	8.9						
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0				
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0				
Other	0	0.0	0	0.0	0	0.0	0	0.0				
Total	95		141		213							

Business Unit: 32901  
Department:

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	1	14.3	0	0.0	0	0.0	0	0.0	4	57.1	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	60	23.3	26	10.1	2	0.8	3	1.2	84	32.6	75	29.1	2	0.8	6	2.3	0	0.0	0	0.0	
Technicians	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	
Protective Services	507	52.0	84	8.6	6	0.6	10	1.0	219	22.5	131	13.4	5	0.5	13	1.3	0	0.0	0	0.0	
Protective Service - Non Sworn.	2	50.0	0	0.0	0	0.0	0	0.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	6	9.8	0	0.0	0	0.0	2	3.3	37	60.7	12	19.7	2	3.3	2	3.3	0	0.0	0	0.0	
Skilled Craft	11	91.7	0	0.0	0	0.0	0	0.0	1	8.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	588		110		8		15		347		224		9		21						

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	28.6	6	85.7	7	0.5	28	0.5	19	5
Professionals	114	44.2	167	64.7	258	19.5	1	0.2	0	0.0
Technicians	1	50.0	1	50.0	2	0.2				
Protective Services	249	25.5	368	37.7	975	73.8				
Protective Service - Non Sworn.	1	25.0	2	50.0	4	0.3				
Administrative Support	18	29.5	53	86.9	61	4.6				
Skilled Craft	0	0.0	1	8.3	12	0.9				
Service Maintenance	2	66.7	3	100.0	3	0.2				
Other	0	0.0	0	0.0	0	0.0				
Total	387		601		1322					

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males NBR	PCT	Black Males NBR	PCT	Hispanic Males NBR	PCT	Other Males NBR	PCT	White Females NBR	PCT	Black Females NBR	PCT	Hispanic Females NBR	PCT	Other Females NBR	PCT
Officials/Administrators	2	25.0	0	0.0	0	0.0	0	0.0	4	50.0	2	25.0	0	0.0	0	0.0
Professionals	2	6.3	3	9.4	0	0.0	0	0.0	8	25.0	17	53.1	0	0.0	2	6.3
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	4	4	4	4	0	0.0	0	0.0	13	13	20	0	0	0	2	0.0

Job Category	Total Minority NBR	PCT	Total Females NBR	PCT	Total Employees NBR	PCT
Officials/Administrators	2	25.0	6	75.0	8	18.6
Professionals	22	68.8	27	84.4	32	74.4
Technicians	1	100.0	1	100.0	1	2.3
Protective Services	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	1	50.0	1	50.0	2	4.7
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	26	35	43			

Business Unit: 32901  
Department: 32906

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	1	33.3	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	1	1	0	0	0	0.0	0	0.0	2	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	1	33.3	1	33.3	3	75.0				
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	1	100.0	1	25.0				
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1	2	4							

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0

Business Unit: 32901  
Department: 32911

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	1	25.0	1	25.0	0	0.0	0	0.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	2	8.7	5	21.7	1	4.3	2	6.7	5	21.7	6	26.1	1	4.3	1	4.3	1	4.3	1	4.3	
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	4		7		1		2		7		7		1		1		1		1		

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	100.0	0	0.0	1	3.3				
Professionals	2	50.0	2	50.0	4	13.3				
Technicians	0	0.0	0	0.0	0	0.0				
Protective Services	16	69.6	13	56.5	23	76.7				
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0				
Administrative Support	0	0.0	1	50.0	2	6.7				
Skilled Craft	0	0.0	0	0.0	0	0.0				
Service Maintenance	0	0.0	0	0.0	0	0.0				
Other	0	0.0	0	0.0	0	0.0				
Total	19		16		30					

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males NBR	Black Males NBR	Hispanic Males NBR	Other Males NBR	White Females NBR	Black Females NBR	Hispanic Females NBR	Other Females NBR	PCT	PCT	PCT	PCT	PCT	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
Professionals	2	18.2	0	0.0	0	0.0	0	0.0	8	72.7	1	9.1	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	20	60.0	1	4.0	0	0.0	0	0.0	4	16.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	23	1	0	0	14	1	0	0	39	15	1	0	0	0.0

Job Category	Total Minority NBR	Total Females NBR	Total Employees NBR	Total Females PCT	Total Employees PCT
Officials/Administrators	0	0.0	0	0.0	0.0
Professionals	1	9.1	9	81.8	11
Technicians	0	0.0	0	0.0	0.0
Protective Services	1	4.0	4	16.0	25
Protective Service - Non Sworn.	0	0.0	0	0.0	0.0
Administrative Support	0	0.0	2	100.0	2
Skilled Craft	0	0.0	0	0.0	0.0
Service Maintenance	0	0.0	0	0.0	0.0
Other	0	0.0	0	0.0	0.0
Total	2	15	39		

Business Unit: 32901  
Department: 32916

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	75.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	1	9.1	5	45.5	0	0.0	0	0.0	0	0.0	0	0.0	5	45.5	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2		5		0		0		0		1		8		0		16		0		

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	3	75.0	3	75.0	4	25.0				
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	10	90.9	5	45.5	11	68.8				
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	1	100.0	1	6.3				
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	13		9		16					

Business Unit: 32901  
 Department: 32917

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Male			Black Male			Hispanic Male			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR
Officials/Administrator	0	0.0	0	0.0	0	0.0	0	0.0	0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0

Business Unit: 32901  
Department: 32918

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	6	37.5	0	0.0	0	0.0	0	0.0	0	0.0	10	62.5	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	13	72.2	2	11.1	0	0.0	0	0.0	3	16.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	19	—	2	—	0	—	0	—	16	—	0	—	0	—	0	—	0	—	0	—	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	10	62.5	0	0.0	43.2	—
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	—
Technicians	0	0.0	0	0.0	3	16.7	18	48.6	37	—
Protective Services	2	11.1	3	16.7	0	0.0	0	0.0	0	—
Protective Service - Non Sworn.	0	0.0	0	0.0	3	100.0	3	8.1	3	—
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	—
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	—
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	—
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	—
Total	2	—	16	—	37	—	37	—	37	—

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0

Business Unit: 32901  
 Department: 32923

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

01-JUL-2018 to 30-JUN-2019

Business Unit: 32901  
Department: 32932

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Run Time 12:54:26

Job Category

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	0	0.0	1	100.0	1	50.0			
Technicians	1	100.0	0	0.0	1	50.0			
Protective Services	0	0.0	0	0.0	0	0.0			
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0			
Administrative Support	0	0.0	0	0.0	0	0.0			
Skilled Craft	0	0.0	0	0.0	0	0.0			
Service Maintenance	0	0.0	0	0.0	0	0.0			
Other	0	0.0	0	0.0	0	0.0			
Total	1	100.0	3	100.0	3	100.0			2

Business Unit: 32901  
Department: 32941

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Professionals	2	33.3	0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	3	50.0	0	0.0	0	0.0	0	0.0	
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Services	3	25.0	2	16.7	0	0.0	0	0.0	4	33.3	3	25.0	0	0.0	0	0.0	0	0.0	0	0.0	
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0	
Skilled Craft	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	7	2	0	0	0	0.0	0	0.0	8	7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Job Category	Total Minority			Total Females			Total Employees			
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	1	4.2				
Professionals	3	50.0	4	66.7	6	25.0				
Technicians	0	0.0	0	0.0	0	0.0				
Protective Services	5	41.7	7	58.3	12	50.0				
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0				
Administrative Support	1	25.0	4	100.0	4	16.7				
Skilled Craft	0	0.0	0	0.0	1	4.2				
Service Maintenance	0	0.0	0	0.0	0	0.0				
Other	0	0.0	0	0.0	0	0.0				
Total	9	15	24							

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males	Black Males	Hispanic Males	Other Males	White Females	Black Females	Hispanic Females	Other Females
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	2	33.3	1	16.7	1	16.7	1	16.7
Technicians	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	16	50.0	6	18.8	1	3.1	4	12.5
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	1	25.0	2	50.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0
Total	18	7	2	3	7	3	1	1

Job Category	Total Minority		Total Employees	
	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0
Professionals	3	50.0	1	16.7
Technicians	0	0.0	0	0.0
Protective Services	12	37.5	8	25.0
Protective Service - Non Sworn.	0	0.0	0	0.0
Administrative Support	2	50.0	3	75.0
Skilled Craft	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0
Other	0	0.0	0	0.0
Total	17	12	42	14.3

Business Unit: 32901  
Department: 32943

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	4	30.8	0	0.0	0	0.0	0	0.0	9	69.2	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	20	83.3	0	0.0	0	0.0	0	0.0	4	16.7	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	3	75.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	29	0	0	0	0	0.0	0	0.0	14	0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	1	2.3
Professionals	0	0.0	9	69.2	13	30.2
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	4	16.7	24	55.8
Protective Service - Non Sworn	0	0.0	0	0.0	1	2.3
Administrative Support	0	0.0	1	25.0	4	9.3
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	0	0.0	14	43		

Business Unit: 32901  
 Department: 32944

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	0	0	0	0	0	0

Business Unit: 32901

Department: 32945

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	Total	White Males	Black Males	Hispanic Males	Other Males	White Females	Black Females	Hispanic Females	Other Females
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR
Officials/Administrators	1	100.0	0	0.0	0	0.0	0	0.0	0
Professionals	7	53.8	0	0.0	0	0.0	4	30.8	2
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0
Protective Services	9	40.9	5	22.7	0	0.0	1	4.5	4
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative Support	1	100.0	0	0.0	0	0.0	0	0.0	0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	18	5	0	0	1	0.0	8	4	1

Job Category	Total	Minority	Total Females	Total Employees
	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0
Professionals	2	15.4	6	46.2
Technicians	0	0.0	0	0.0
Protective Services	9	40.9	7	31.8
Protective Service - Non Sworn	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0
Other	0	0.0	0	0.0
Total	11	1.3	37	35.1

Business Unit: 32901  
Department: 32946

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males NBR	Black Males NBR	Hispanic Males NBR	Other Males NBR	White Females NBR	Black Females NBR	Hispanic Females NBR	Other Females NBR
	PCT	PCT	PCT	PCT	PCT	PCT	PCT	PCT
Officials/Administrators	0	0.0	50.0	0	0.0	0.0	50.0	0.0
Professionals	1	33.3	0	0.0	0.0	1	33.3	0.0
Technicians	1	100.0	0	0.0	0.0	0	0.0	0.0
Protective Services	6	20.0	7	23.3	2	6.7	0	3.3
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0.0	0.0
Administrative Support	4	80.0	0	0.0	0	0.0	1	20.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0
Total	12	8	2	3	15	1	15	1

Job Category	Total Minority NBR	Total Females NBR	Total Employees NBR
	PCT	PCT	PCT
Officials/Administrators	2	100.0	1
Professionals	1	33.3	.2
Technicians	0	0.0	0
Protective Services	23	76.7	15
Protective Service - Non Sworn.	0	0.0	0
Administrative Support	0	0.0	1
Skilled Craft	0	0.0	0
Service Maintenance	0	0.0	0
Other	0	0.0	0
Total	26	19	41

Business Unit: 32901  
Department: 32947

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males NBR	White Males PCT	Black Males NBR	Black Males PCT	Hispanic Males NBR	Hispanic Males PCT	Other Males NBR	Other Males PCT	White Females NBR	White Females PCT	Black Females NBR	Black Females PCT	Hispanic Females NBR	Hispanic Females PCT	Other Females NBR	Other Females PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	6	66.7	1	11.1	0	0.0	0	0.0	1	11.1	1	11.1	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	21	80.8	0	0.0	1	3.8	0	0.0	4	15.4	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Skilled Craft	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	28	1	1	0	6	1	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0

Job Category	Total Minority NBR	Total Minority PCT	Total Females NBR	Total Females PCT	Total Employees NBR	Total Employees PCT
Officials/Administrators	0	0.0	0	0.0	0	0.0
Professionals	2	22.2	2	22.2	9	24.3
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	1	3.8	4	15.4	26	70.3
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	1	100.0	1	2.7
Skilled Craft	0	0.0	0	0.0	1	2.7
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	3	7	37	7	37	7

Business Unit: 32901 Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Department: 32948

Job Category	White Males		Black Males		Hispanic Males		Other Males		White Females		Black Females		Hispanic Females		Other Females	
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	1

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	50.0	0	0.0	2	66.7
Professionals	1	100.0	1	100.0	1	33.3
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn.	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	2	1	1	1	3	1

Business Unit: 32901  
Department: 32951

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Business Unit: 32901  
Department: 32951

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	50.0	1	50.0	2	1.5
Professionals	52	40.9	73	57.5	127	94.8
Technicians	0	0.0	0	0.0	0	0.0
Protective Services - Non Sworn	2	50.0	1	25.0	4	3.0
Administrative Support	0	0.0	0	0.0	0	0.0
Skillied Craft	1	100.0	1	100.0	1	0.7
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	56	76	76	134		

Business Unit: 32901  
Department:

Job Category Breakdown from 01-JUL-2018 to 30-JUN-2019

Job Category	White Males			Black Males			Hispanic Males			Other Males			White Females			Black Females			Hispanic Females			Other Females		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	6	33.3	4	22.2	0	0.0	0	0.0	0	0.0	0	0.0	5	27.8	3	16.7	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	68	27.3	24	9.6	3	1.2	3	1.2	88	35.3	55	22.1	1	0.4	7	2.8								
Technicians	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	112	49.3	35	15.4	5	2.2	4	1.8	34	15.0	32	14.1	2	0.9	3	1.3								
Protective Service - Non Sworn.	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	9	29.0	1	3.2	0	0.0	1	3.2	17	54.8	2	6.5	1	3.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	200		65		8				144		93		4											

Job Category	Total Minority			Total Females			Total Employees		
	NBR	PCT	NBR	PCT	NBR	PCT	NBR	PCT	
Officials/Administrators	7	38.9	8	44.4	18	3.4			
Professionals	93	37.3	151	60.6	249	46.9			
Technicians	2	66.7	1	33.3	3	0.6			
Protective Services	81	35.7	71	31.3	227	42.7			
Protective Service - Non Sworn.	0	0.0	0	0.0	1	0.2			
Administrative Support	5	16.1	20	64.5	31	5.8			
Skilled Craft	0	0.0	0	0.0	2	0.4			
Service Maintenance	0	0.0	0	0.0	1	0.2			
Other	0	0.0	0	0.0	0	0.0			
Total	188		251		532				